

SUMMARY REPORT
CHICAGO POLICE DEPARTMENTLOG NO
1077812TYPE
CRDATE OF REPORT
03-MAY-2016**TO: CHIEF ADMINISTRATOR, INDEPENDENT POLICE REVIEW AUTHORITY**

FROM - INVESTIGATOR'S NAME	RANK	STAR NO	EMPLOYEE NO	UNIT ASSIGNED	UNIT DETAILED
HENDRICKS, RAMONA	9182			113	

REFERENCE NOS. (LIST ALL RELATED C.L., C.B., I.R., INVENTORY NOS., ETC., PERTINENT OF THIS INVESTIGATION)

INCIDENT ADDRESS: 1412 S. BLUE ISLAND AVE, CHICAGO, IL 60608	DATE / TIME: 27-OCT-2015 15:10	BEAT: 1233
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ACCUSED

NAME	RANK	STAR NO	EMP NO	UNIT ASSIGNED	UNIT DETAILED	SEX/RACE	DOB	APPOINTED DATE	ON DUTY ?	SWORN ?
AXIUM, JACK A	9171	966		016		M / API		13-DEC-1993	YES	YES

REPORTING PARTY

NAME	ADDRESS*	CITY	STATE	TELEPHONE	SEX / RACE	DOB / AGE
SANTIAGO, ANTHONY	RANK: 9161, STAR NO: 14615, EMP NO:				M / S	2 / 41

VICTIMS

NAME	ADDRESS*	CITY	STATE	TELEPHONE	SEX / RACE	DOB / AGE
SANTIAGO, ANTHONY	RANK: 9161, STAR NO: 14615, EMP NO#				M / S	/ 41

WITNESSES

NAME	ADDRESS*	CITY	STATE	TELEPHONE	SEX / RACE	DOB / AGE
SOTO, SAUL	RANK: 9161, STAR NO: 12982, EMP NO:				M / S	/ 44
BANE, CHRIS	RANK: 9161, STAR NO: 12968, EMP NO:				M / WHI	/ 33
LANGAN, JEFFREY	RANK: 9161, STAR NO: 16961, EMP NO:				M / WHI	/ 34
VALENTI, KIMBERLY	RANK: 9161, STAR NO: 16125, EMP NO:				F / S	/ 44
RODRIGUEZ, JUAN	RANK: 9161, STAR NO: 16575, EMP NO:				M / S	/ 42
ELFAYER, CLARE	RANK: 9161, STAR NO: 17048, EMP NO:				F / WHI	/ 48
NONCZ, GREGORY	RANK: 9171, STAR NO: 1566, EMP NO:				M / WHI	/ 48
KAPPEL DONEGAN, DANIELLE	RANK: 9161, STAR NO: 18761, EMP NO:				F / WHI	/ 41
HUNT, BRIAN	RANK: 9161, STAR NO: 15880, EMP NO:				M / WHI	/ 32
LUPO, DONALD	RANK: 9161, STAR NO: 10517, EMP NO:				M / WHI	/ 37
MC DONAGH, PAUL	RANK: 9171, STAR NO: 2205, EMP NO:				M / WHI	/ 50
RICHARDSON, TARA	RANK: 9161, STAR NO: 3460, EMP NO:				F / WHI	/ 33
SIMULIS, ANTHONY	RANK: 9161, STAR NO: 14435, EMP NO:				M / WHI	/ 34
CASTELLON, MODESTO	RANK: 9161, STAR NO: 16377, EMP NO:				M / S	/ 42

* IF CPD MEMBER, LIST RANK, STAR, EMPLOYEE NOS. IN ADDRESS, PAX/BELL IN TELEPHONE BOX.

SUMMARY REPORT

CHICAGO POLICE DEPARTMENT

LOG NO
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DATE OF REPORT
03-MAY-2016

NAME	ADDRESS*	CITY STATE	TELEPHONE	SEX / RACE	DOB / AGE
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ALLEGATIONS

** SEE LAST PAGE FOR INSTRUCTIONS FOR STATING ALLEGATIONS, AND COMPLETING THE REMAINDER OF THE SUMMARY REPORT.

SEE PAGE 3

INSTRUCTIONS FOR THE SUMMARY REPORT

AFTER COMPLETING THE FORM, CONTINUE THE SUMMARY REPORT ON 8 1/2 x 11 INCH WHITE PAPER.

ALLEGATIONS

In narrative form, state how, when, where, and by whom the complaint was received. State the date, time, and location where the incident occurred, and summarize the complaint. If more than one allegation is made, enumerate each allegation as follows:

No. 1 (Summarize the allegation)

No. 2 (Summarize the allegation)

2. EVIDENCE

Number and attach all statements, reports, and other evidence gathered, on the lower right hand corner. The Complaint Log number must also be entered on the lower right hand corner of each attachment. Following are numbered (EXAMPLES ONLY).

Attachments:

- No. 1 Face Sheet - Yellow
- No. 2 Letter of complaint from victim
- No. 3 Statement of victim
- No. 4 Statement of witness (give name)
- No. 5 Report of member (give name)
- No. 6 Statement of member (give name)
- No. 7 Progress report of investigator (give name)
- No. 8 Copy of certified letter to reporting party
- No. 9 Copy of Alcoholic Influence Report (accused)
- No. 10 General Offense Case Report, R.D. _____
- No. 11 Signed Sworn Affidavit

3. INVESTIGATION

In narrative form, indicate the fact-finding processes followed and the information ascertained as a result of the investigation. Whenever reference is made to an attachment, indicate the attachment number.

4. FINDINGS

Each allegation must be classified as either of the following:
Unfounded - Exonerated - Not Sustained - Sustained - No Affidavit.

If the classification is "Sustained," indicate the rule number violated, the context of the rule, and how the rule was violated by the member.

Example: Allegation No. 1. Unfounded

Allegation No. 1. Sustained - Violation of Rule 12, Failure to wear the uniform as prescribed, in that on 27 Feb 84 the accused was found to be wearing a non-prescribed short sleeve shirt.

Even though the original allegation(s) may be Unfounded, etc., the investigation may uncover a violation of serious nature unrelated to the original complaint, in which case disciplinary action should be recommended for the other violation.

Example: Allegation No. 1. Unfounded

Allegation No. 2. Not Sustained Other violation: Sustained-Violation of Rule 26, Failure to provide the Department with a current address and telephone number, in that the accused related in his statement that he had moved and obtained a new telephone number and he had failed to provide this information to the Department.

SUMMARY OF PREVIOUS DISCIPLINARY ACTIONS and RECORD OF PREVIOUS COMPLIMENTARY HISTORY IN SUSTAINED CASES ONLY, copies of the accused member's Summary of Previous Disciplinary Actions and Record of Previous Complimentary History will be included as attachments to the final investigation report. Refer to the General Order entitled "Complaint and Disciplinary Procedures."

5. RECOMMENDATION FOR DISCIPLINARY ACTION

One (overall) recommendation for disciplinary action will be made by the investigator. The recommendation will be for all sustained findings; recommendations will not be made for each sustained allegation

Examples:

1. Violation noted, no disciplinary action warranted.
2. That the accused member be reprimanded.
3. That the accused member be suspended for days
4. That the accused member be separated from the Department.

6. DATE INITIATED: (Date complaint was received for investigation)

7. DATE COMPLETED: (Date of this report)

8. ELAPSED TIME: (Total time, expressed in days)

(Investigator)			
Rank	Name	Star No.	Unit

9. APPROVALS

The investigator will initiate the Command Channel Review form (CPD-44. 113-A) by completing the Investigator section.

SUMMARY OF INCIDENT

This investigation shows that, on 28 October 2015, at approximately 1510 hours, Sgt. Jack Axiom was in the 12th District Tactical Unit Office surrounded by approximately ten to twelve officers when an officer asked, "We have something going on today?" Referring to the President of the United States, Sgt. Jack Axiom replied, "Oh yeah, some nigger is coming to town." Officer Anthony Santiago confronted Sgt. Axiom regarding this language and objected to his statement as being racist.

ALLEGATION:

On 28 October 2015, at 0113 hours, Sgt. Gregory Noncz, #1566 registered a complaint with the Independent Police Review Authority on behalf of the Department. The complainant, Officer Anthony Santiago #14615, alleged that on 27 October 2015, at approximately 1510 hours, while at the 12th District Station, in the Tactical Unit Office, **Sgt. Jack Axiom, #966:**

Stated words to the effect of "Oh yeah, some nigger is coming to town;" in Violation of Rule #2: Which prohibits an action or conduct impedes department policy or brings discredit upon the department and Rule 6, which prohibits disobedience of an order or directive, whether written or oral.

APPLICABLE RULES AND LAW

Rule 2: Prohibits any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department.

Regulations for the Governance of the Police Department, Standards of Conduct, Section 3(a) includes that, as a law enforcement officer, department members have a duty "to respect the Constitutional rights of all men to liberty, equality and justice."

Regulations Establishing the Goals of Department Members: "maintenance of the highest standards of integrity and ethics."

Regulations Establishing the Duties of Members, Section B: Supervisory Members: states that supervisory members have a duty to "provide leadership, supervision and continuing training and example to ensure the efficiency of unit operations."

Rule 6: Prohibits the disobedience of an order or directive, whether written or oral.

Employee Resource E01-01: Equal Employment Opportunity Policy - prohibits conduct that has the purpose or effect creating an intimidating, hostile, or offensive work environment, which conduct includes the use of offensive statements.

General Order G02-01: Human Rights and Human Resources – prohibits department members from exhibiting any bias or prejudice against an individual or group because of race; prohibits members from exhibiting a condescending attitude; prohibits members from directing any derogatory terms toward any person in any manner.

Rule 8: Prohibits disrespect to or maltreatment of any person, while on or off duty.

INVESTIGATION:

In his **Initiation Report**, Sgt. Gregory Noncz reported that on 28 October 2015, at approximately 1500 hours, he was in the 12th District Tactical Unit Office briefing his team on a detail they had been assigned, as President Barack Obama was to be in attendance at the United Center that evening for a basketball game. In his report, Sgt. Noncz documented that when he stepped out of the room, Sgt. Jack Axium stated "Oh yeah, some nigger is coming to town." Officer Anthony Santiago, who is of African American and Hispanic descent, informed Sgt. Jack Axium that his statement was racist. Officer Santiago then reported this incident to Sgt. Noncz. (Att. # 4)

In a To/From, and subsequent statement to IPRA on 12 November 2015, **Complainant Officer Anthony Santiago, #14615** stated that on 27 October 2015 he reported into the 12th District to be briefed on a detail regarding the arrival of President Obama. After the briefing, Officer Santiago and other members of the 12th District Tactical Teams were collecting their equipment for the detail, when one of the officers jokingly commented, "Is something going on today?"¹

Sgt. Axium, who was standing on the other side of a nearby table, replied to this comment by saying words to the effect of, "Oh yeah, some nigger is coming to town" or "Some dumb nigger is coming to town."²

Officer Santiago stated that Sgt. Axium had made this comment loudly and that all of the officers present heard him. Officer Santiago related that many of the officers looked at him, as the room became quiet. Officer Santiago stated that he became angry and began to walk out of the room, at which time he angrily kicked a trash can.

Officer Santiago approached Sgt. Axium and asked him, "what the fuck's your problem man?"³ Officer Santiago informed Sgt. Axium that he is "half black" and that his statement was "fucking racist." Officer Santiago stated that Sgt. Axium apologized, saying that he did not realize that Officer Santiago was in the room when he made the remark. Officer Santiago informed Sgt. Axium that it "didn't matter if (he) had seen (him) or not."

Officer Santiago stated that he was "heated" when he was speaking to Sgt. Axium, and that Sgt. Noncz came into the room and stepped in between him and Sgt. Axium. Sgt. Noncz told Officer Santiago to "calm down."

¹ Statement of Officer Santiago, Att. #27, Page 4, Lines 22-23.

² Statement of Officer Santiago, Att. #27, Page 5, Lines 8-9. Officer Santiago was not certain of the complete phraseology used.

³ Statement of Officer Santiago, Att. #27, Page 6, Lines 5 -6

Officer Santiago stated that Sgt. Axium walked to the opposite side of the room and began speaking to Officer Bane and the watch secretary, "Clare." Officer Bane made a gesture with his hands that Officer Santiago inferred to mean, "who cares?" Officer Santiago observed that "Clare" was laughing as Sgt. Axium was speaking. This enraged Officer Santiago again, and he again addressed Sgt. Axium, asking, "You think this is funny?"

~~Officer Santiago stated that Sgt. Noncz again instructed him to "calm down," and return to work. Officer Santiago stated that later in the evening Sgt. Noncz approached him and arranged for Officer Santiago to speak to the district lieutenant about this incident. Officer Santiago elected to file a formal complaint (CR) regarding this incident; Sgt. Noncz recorded the complaint in his Initiation Report.~~

Officer Santiago stated that the environment in the Tactical Unit consists of regular joking, teasing, and "ball-busting," but that he had never heard the word, "nigger" used before.

Officer Santiago stated that there are several items displayed in the Tactical Unit Office that he believes are racist in nature. Officer Santiago showed the R/I a picture of a drawing of President Obama that is hanging up in the Tactical Unit Office. Officer Santiago stated he believes the drawing of President Obama is racist. The R/I notes that the picture appears to be a finger-paint drawing of a person's face, using brown and black paint. At the bottom of the picture appear the words, "President Obama," also written in paint. (Atts. #5, 6, 7, 27)

A **Photograph** given to the R/I by Officer Santiago depicts a drawing of President Barack Obama hanging in the 12th District Tactical Unit Office. Officer Santiago stated that he found the picture to be offensive and there were several other items in the Tactical Unit Office that may be perceived as offensive. Officer Santiago related that the items have been taken down in the days following this incident. (Att. #6)

In his statement to IPRA on 17 November 2015, **Witness Officer Saul Soto, #21165** stated he is assigned to the 12th District. Officer Soto stated that he was on standby for the presidential detail and his team stayed in the district until they were needed. Officer Soto stated that Sgt. Axium is currently his sergeant and has been his sergeant for 7 years. Officer Soto stated that he was not present during the actual incident inside the Tactical Unit Office. He further stated that he had left the Tactical Unit Office prior to the incident, to go to his locker. Officer Soto stated that upon returning, it was "very quiet" and "awkward" inside the Tactical Unit Office. Officer Soto asked his fellow officer, Chris Bane, what happened. Officer Bane told Officer Soto that Sgt. Axium made a racist comment about Barack Obama and Officer Santiago confronted Sgt. Axium and began "jaw-jabbin"⁴ him. Officer Bane told Officer Soto that Officer Santiago kicked the garbage can and "stormed out" of the Tactical Unit Office.

⁴ Statement of Officer Saul Soto, Att #28, Page 8, Line 13.

Officer Soto stated that after the incident he spoke with Sgt. Axium and asked him what happened. Sgt. Axium stated that he said something racist and Officer Santiago "got in his face." Sgt. Axium stated that he apologized to Officer Santiago for his comments.

Officer Soto stated that he has heard Sgt. Axium use the term "nigger" or "nigga" before in front of his team and other police officers, but not with civilians on the street. Officer Soto stated that he is Hispanic and Sgt. Axium has called him a "spic" and he was not offended by Sgt. Axium's comment.

Officer Soto reviewed the photograph and stated that the photograph is of Barack Obama and was drawn by a fifth grader but does not know if the fifth grader is a child of a police officer. Officer Soto stated that he has not seen any pictures or drawings in the Tactical Unit Office that he would perceive as racist or offensive. Officer Soto further stated that he does not personally know Officer Santiago because they are on different teams. (Atts. #8, 28)

In a statement to IPRA on 13 January 2016, **Witness Officer Chris Bane, #12968** stated he is assigned to the 12th District. Officer Bane stated he was in the Tactical Unit Office on the date and time of the incident talking with fellow Officer Clare Elfayer when he heard a loud "boom" and observed a garbage can fly across the room. Officer Bane then observed Officer Santiago "curse out" Sgt. Axium. Sgt. Axium apologized to Officer Santiago and then Officer Santiago "stormed out of the room."

Moments later Officer Santiago came back into the room and accused Officer Bane and Officer Elfayer of "being racist." Officer Bane stated at no time did he hear Sgt. Axium use the word "nigger" because he was on the other side of the room. Officer Bane stated he heard sometime later that Sgt. Axium was accused of calling President Obama a "nigger." Officer Bane stated he has been supervised by Sgt. Axium since April 2015 and to the best of his recollection has never heard Sgt. Axium use a racial slur.

Officer Bane reviewed the photograph and stated that the drawing is of President Obama and was drawn by a child. Officer Bane stated the drawing is no longer in the Tactical Unit Office and that he does not know who removed it, or why. Officer Bane stated that he has not seen anything in the Tactical Unit Office that he would perceive as racist. (Atts. #9, 29)

In a statement to IPRA on 13 January 2016, **Witness Officer Jeffery Langan, #16961** stated he is assigned to the 12th District. Officer Langan stated that he has been supervised by Sgt. Axium since March or April of 2015.

Officer Langan stated he was on duty during the date and time of this incident but was not present in the Tactical Unit Office when the incident between Sgt. Axium and Officer Santiago occurred. Officer Langan stated he had gone to his locker and then left for the day. Officer Langan stated he did not find out what happened until the next day when he reported for duty. Officer Langan stated he heard that Officer Santiago was upset because Sgt. Axium used the word "nigger." Officer Langan stated he heard that Sgt. Axium apologized to Officer Santiago. Officer Langan stated he spoke with Sgt. Axium about this incident but did not "get into specifics." Sgt. Axium told Officer

Langan that he did not know what he was going to do as he had been taken off the Tactical Team.

Officer Langan stated he has never heard Sgt. Axium use a racial slur. Officer Langan reviewed the photograph and stated that the drawing is of President Obama and was drawn by a child but he does not know by whom. Officer Langan stated that he does not recall anything in the Tactical Unit Office that can be perceived as racist. Officer Langan stated that the drawing is no longer hanging in the Tactical Unit Office; he did not know who removed it.

Officer Langan stated that Sgt. Axium would never use a racial slur and that this incident is out of character for him. Officer Langan stated that he does not personally know Officer Santiago because they are on different teams. Officer Langan has never spoken with Officer Santiago about this incident. (Atts. #10, 32)

In a statement to IPRA on 14 January 2016, **Witness Officer Kimberly Valenti, #16125** stated she is assigned to the 12th District. Officer Valenti stated that she has been supervised by Sgt. Axium for over 3 years. Officer Valenti stated she was on duty and working on the date and time of this incident but was not in the Tactical Unit Office during the altercation between Sgt. Axium and Officer Santiago. Officer Valenti stated she was at her locker during that time and left soon after and did not go back to the Tactical Unit Office.

Officer Valenti stated she later heard that an altercation had occurred between Sgt. Axium and Officer Santiago, but she did not inquire further. Officer Valenti stated that she did not inquire about what happened when she returned to work because it did not involve her. Officer Valenti stated that Sgt. Axium informed his team that he was being transferred, but did not specify as to why he was leaving. Officer Valenti stated that Sgt. Axium is a "great boss" and a "great person." Officer Valenti stated she has never heard Sgt. Axium use a racial slur.

Officer Valenti reviewed the photograph and stated that it is a drawing of President Obama and appears to have been drawn by a child but she does not know by whom. She further stated that there is nothing in the Tactical Unit Office that she perceived to be racist. Officer Valenti further related that the drawing has been removed since this incident but she does not know by whom, or why. (Atts. #11, 31)

In a statement to IPRA on 14 January 2016, **Witness Officer Juan Rodriguez, #16575** stated he is assigned to the 12th District. Officer Rodriguez stated that he has been supervised by Sgt. Axium for over 7 years. Officer Rodriguez stated he considers Sgt. Axium a friend. Officer Rodriguez stated that he was on duty the date and time of the incident but left before the altercation between Sgt. Axium and Officer Santiago occurred. Officer Rodriguez stated that he heard sometime later that Sgt. Axium had said the word "nigger" and Officer Santiago was upset and kicked a garbage can. Officer Rodriguez stated he and his fellow officers were told not to discuss the incident between Sgt. Axium and Officer Santiago. Officer Rodriguez stated that he does not know Officer Santiago. Officer Rodriguez stated that he has never heard Sgt. Axium use a racial slur.

Officer Rodriguez reviewed the photograph and stated the picture appears to be a drawing of President Obama, drawn by a child. Officer Rodriguez stated that he does not

perceive the drawing to be racist or otherwise offensive, nor has he seen anything in the Tactical Unit Office that he would perceive as racist. (Atts. #12, 30)

In a statement to IPRA on 21 March 2016, **Witness Officer Clare Elfayer, #17048** stated she is assigned to the 12th District as the Tactical Team secretary. Officer Elfayer stated she was present on the date and time of this incident. Officer Elfayer stated the office was loud and busy because of the presidential detail. Officer Elfayer stated she was talking with her co-workers when she heard a garbage can falling over. Officer Elfayer stated the room got louder and she turned around and observed Officer Santiago yelling at Sgt. Axium.

Officer Elfayer stated that the office “got quiet,” and she gathered her belongings and continued to converse with her co-workers. Officer Elfayer stated that she and Officer Bane were laughing when Officer Santiago approached and asked what they were laughing at. Officer Elfayer stated she told Officer Santiago that no one was laughing at him. Officer Elfayer told Officer Santiago that she did not know what happened between him and Sgt. Axium, that she did not want to know, and to “leave her out of it.”

Officer Elfayer stated she did not hear Sgt. Axium use the word “nigger” nor did she hear him apologize to Officer Santiago during this incident. Officer Elfayer stated she later heard Officer Santiago was upset because Sgt. Axium used the word “nigger.” Officer Elfayer stated that she has not discussed this incident with Sgt. Axium. Officer Elfayer stated that Sgt. Axium was removed from the Tactical Team, assigned to a patrol watch, and then later reassigned from the 12th District.

Officer Elfayer reviewed the photograph and stated it is a finger painting of President Obama, was drawn by a student. Officer Elfayer stated she was told by Commander Kulbida to remove anything in the Tactical Unit Office that is not police related. Officer Elfayer stated that she has not seen anything in the Tactical Unit Office that she perceived to be racist. Officer Elfayer stated that Officer Santiago appears to be a “quiet person” and that was her first time seeing him upset. (Atts. #13, 33)

In a statement to IPRA on 24 March 2016, **Witness Sgt. Gregory Noncz, #1566** stated he is assigned to the 12th District. Sgt. Noncz stated he was present during the date and time of this incident. Sgt. Noncz stated he was addressing his team regarding the presidential detail. Sgt. Noncz stated he stepped out of the Tactical Unit Office for a moment and returned when he heard commotion from within the room. Sgt. Noncz stated when he went back inside the Tactical Unit Office he observed Officer Santiago and Sgt. Axium arguing. Sgt. Noncz separated the two, at which time Officer Santiago stated that he was, “sick of this bullshit.”

Officer Santiago stated he was leaving and Sgt. Noncz told him that he was needed for the presidential detail. Sgt. Noncz told Officer Santiago that he did not know what happened, but they would resolve the issue. Officer Santiago made a comment to other officers and began to approach them when Sgt. Noncz told him to “let it go for now.” Sgt. Noncz told Officer Santiago that he would talk to him about the incident once they had reported to their post.

Sgt. Noncz then asked Sgt. Axiom what had occurred. Sgt. Axiom asked Sgt. Noncz to "tell Officer Santiago I'm sorry, because I inadvertently dropped the "n" word." Sgt. Noncz described Sgt. Axiom as being very upset and embarrassed.

Sgt. Noncz spoke with Officer Santiago and told him he should be proud for standing up for himself but potentially initiating a physical altercation was not the way to handle the problem. Sgt. Noncz relayed to Officer Santiago that Sgt. Axiom apologized.

~~After the detail was over Sgt. Noncz and Officer Santiago sat down and discussed~~ what had occurred. Officer Santiago completed a witness To/From Report and Sgt. Noncz completed an Initiation Report. Sgt. Noncz stated that he has never heard Sgt. Axiom use a racist slur.

Sgt. Noncz reviewed the photograph and stated that it is a finger painting of President Obama and may have been drawn by a student from Spencer Elementary School. Sgt. Noncz stated the finger painting is no longer hanging in the Tactical Unit Office. Sgt. Noncz stated that he has not seen anything in the Tactical Unit Office that he perceived as racist. (Atts. #14, 41)

In a statement to IPRA on 24 March 2016, **Witness Officer Danielle Kappel, #18761** stated she is assigned to the 12th District. Officer Kappel stated her supervisor is Sgt. Greg Noncz. Officer Kappel stated she was on duty inside the Tactical Unit Office during the time and date of this incident. Officer Kappel stated she heard a commotion and turned around and observed a garbage can flying across the room. Officer Kappel observed Officer Santiago walk up to Sgt. Axiom and engage in a heated argument. Officer Santiago screamed at Sgt. Axiom and told him that he was sick of this "racist shit." Sgt. Axiom told Officer Santiago that he was sorry. Officer Kappel stated she did not hear Sgt. Axiom use the word, "nigger."

Sgt. Noncz stepped between Officer Santiago and Sgt. Axiom, and told Officer Santiago to walk away. Officer Kappel took Officer Santiago by her cubicle and told him to calm down. Officer Santiago replied, "I'm sick of it D." Officer Kappel stated that typically, Officer Santiago is quiet and reserved, but has a temper.

Officer Kappel stated that she had a telephone conversation with Officer Santiago the following day, at which time he explained to her that that Sgt. Axiom had stated words to the effect of "some nigger is coming to town." Officer Santiago told Officer Kappel that he was "sick of" the use of racist language, and that it is used too frequently.

Officer Kappel reviewed the photograph and stated that the photograph appears to be a finger painting of President Obama. Officer Kappel stated that the picture is no longer hanging in the Tactical Unit Office. Officer Kappel stated that she has not seen anything in the Tactical Unit Office that she perceived to be racist.

Officer Kappel stated that Sgt. Noncz spoke with the team and told them that they would have to provide a statement regarding this incident at some point. (Atts. #15, 39)

In a statement to IPRA on 23 March 2016, **Witness Officer Brian Hunt, #15880** stated he is assigned to the 12th District. Officer Hunt stated Sgt. Noncz is his supervisor. Officer Hunt stated he was on duty and in the Tactical Unit Office during the date and time of this incident. Officer Hunt stated it was very loud in the Tactical Unit Office as

officers were preparing for the presidential detail and gathering their belongings. Officer Hunt stated that he heard Officer Santiago say he was, "sick of this racist shit." Officer Hunt then heard Sgt. Axium apologize to Officer Santiago. Officer Hunt heard Officer Santiago kick a nearby garbage can, and then heard Sgt. Axium apologize again. Sgt. Noncz approached Sgt. Axium and Officer Santiago and separated them.

Officer Hunt stated he did not know what occurred, so he continued to gather his equipment and left. Officer Hunt stated that he later learned that Sgt. Axium had used the word "nigger" and Officer Santiago was upset. Officer Hunt stated that Officer Santiago is a "good guy that jokes around." Officer Hunt stated that he has never heard Sgt. Axium use a racist slur.

Officer Hunt reviewed the photograph and stated that it is of a picture drawn by a grammar school student. Officer Hunt stated he has not seen anything in the Tactical Unit Office that he perceived as racist. (Atts. #16, 35)

In a statement to IPRA on 23 March 2016, **Witness Officer Donald Lupo, #10517** stated he is assigned to the 12th District. Officer Lupo stated Sgt. Noncz is his supervisor. Officer Lupo stated he was a witness to this incident. Officer Lupo stated that he had entered the room and asked his team what was going on, to which Sgt. Axium replied, "some nigger is going to watch a basketball game."

Officer Lupo stated a verbal altercation ensued between Sgt. Axium and Officer Santiago. Officer Santiago began to yell and then kicked a garbage can. Officer Lupo stated that Sgt. Axium was apologetic, but Officer Santiago did not accept his apology. Sgt. Noncz approached Sgt. Axium and Officer Santiago, and separated them. Officer Lupo stated he has never heard Sgt. Axium, or anyone else on their team, use racist or derogatory language.

Officer Lupo described Officer Santiago as a teammate and a friend, though he is "moody" and known to exhibit "adolescent behavior." Officer Lupo stated that Officer Santiago later addressed the team regarding this incident, explaining that he was very upset by Sgt. Axium's comments. (Atts. #17, 37)

In a statement to IPRA on 23 March 2016, **Witness Sgt. Paul McDonagh, #2205** stated he is assigned to the 12th District. Sgt. McDonagh stated he was on duty on the date and time of this incident. Sgt. McDonagh stated that his unit had been assigned to work a presidential detail. Sgt. McDonagh was in the Tactical Unit Office, when he heard what he believed to be a garbage can being kicked across the room.

Sgt. McDonagh heard Officer Santiago yell words to the effect of, "this is bullshit." Sgt. McDonagh observed Sgt. Axium and Officer Santiago standing in close proximity to each other. Sgt. McDonagh heard Sgt. Axium apologize to Officer Santiago.

Sgt. McDonagh stated after the detail was over he, Sgt. Noncz, and Officer Santiago went back to the district and Officer Santiago completed a To/From.

Sgt. McDonagh stated that he was shocked to hear that Sgt. Axium used the word, "nigger." Sgt. McDonagh stated that Sgt. Axium later admitted to him that he "screwed up."

Sgt. McDonagh stated that he has never heard Sgt. Axium use any racist language. Sgt. McDonagh reviewed the photograph and described the photograph as a picture of President Obama. Sgt. McDonagh stated he has not seen anything that he perceived to be racist in the Tactical Unit Office. (Atts. #18, 36)

In a statement to IPRA on 23 March 2016, **Witness Officer Tara Richardson, #3460** stated she is assigned to the 12th District. Officer Richardson stated Sgt. Noncz is her supervisor. Officer Richardson stated that she was on duty on the date and time of this incident. Officer Richardson stated she heard a loud noise and she turned around and observed Officer Santiago in front of the garbage can and he appeared irate.

Officer Santiago said he was “sick and tired of this bullshit,” to which Sgt. Axium replied “I’m sorry. I don’t know what you’re talking about.”

Officer Santiago then said, “I’m sick of this racist shit. I’m half black.”⁵

Officer Richardson stated that Sgt. Axium responded, “I didn’t know that. You are not on my team. I’m really sorry”⁶

Officer Richardson stated that she did not hear Sgt. Axium use the word “nigger.” Officer Richardson reviewed the photograph and stated that the photograph appears to be a finger painting drawn by a child, but she does not know by whom. (Atts. #19, 38)

In a statement to IPRA on 23 March 2016, **Witness Officer Anthony Simulis, #3460** stated that he is assigned to the 12th District. Officer Simulis stated that his supervisor is Sgt. Noncz. Officer Simulis stated that he was on duty during the date and time of this incident. Officer Simulis stated he heard Officer Santiago state words to the effect of, “hey watch that shit” which got his attention.

Officer Simulis stated that Sgt. Axium then replied that he was “sorry” and he that “did not know.” Officer Santiago kicked a garbage can and then moved towards Sgt. Axium, standing directly in front of him. Officer Santiago said he was “tired of this racist bullshit.” Sgt. Noncz separated the two of them and he and Officer Santiago left the office.

Officer Simulis stated that he later learned that Sgt. Axium use the word “nigger” when referring to President Obama. Officer Simulis stated that he did not hear Sgt. Axium use the word “nigger” during the altercation but did hear him say he was sorry. Officer Simulis related that Sgt. Axium appeared to be embarrassed.

Officer Simulis reviewed the photograph and stated that it is a drawing of President Obama. Officer Simulis stated the picture is no longer hanging in the Tactical Unit Office; he did not know who removed it. Officer Simulis stated he has not seen anything that he perceived to be racist in the Tactical Unit Office. (Atts. #20, 34)

In a statement to IPRA on 05 April 2016, **Witness Officer Modesto Castellon, #16377** stated he is assigned to the 12th District. Officer Castellon stated that he was on duty during the date and time of this incident. Officer Castellon stated that Sgt. Noncz is his supervisor. Officer Castellon stated he was in the Tactical Unit Office gathering his

⁵ Statement of Officer Tara Richardson, Att #38, Page 7, Lines 3-6.

⁶ Statement of Officer Tara Richardson, Att #38, Page 7, Lines 7-8.

belongings when he heard Officer Santiago yell, "I'm tired of this." Officer Castellon observed Officer Santiago kick a garbage can. Sgt. Axium stated, "I'm sorry. I'm sorry." Sgt. Noncz approached and separated them.

Officer Castellon stated that he did not hear Sgt. Axium use the word "nigger" during this incident. Officer Castellon later learned that Sgt. Axium had made a derogatory comment, stating words to the effect of, "some nigger is coming to town." Officer Castellon stated that he has not heard any racist or derogatory language inside the Tactical Unit Office.

Officer Castellon reviewed the photograph and stated the photograph is a child's finger painting of President Obama. Officer Castellon further stated that he has not seen anything inside the Tactical Unit Office that he perceived as racist. He further stated that Officer Santiago later addressed the team and apologized for things being uncomfortable. (Atts. 21, 40)

In a statement to IPRA on 21 April 2016, **Accused Sergeant Jack Axium, #966** stated that he is currently assigned to the 16th District. Sgt. Axium stated he was in the 12th District Station Tactical Unit Office when he was gathering his belongings, placing them inside his locker, and preparing to leave after working on the presidential detail when he heard an officer ask, "Something going on?"

Sgt. Axium stated that he responded by saying "Ah, some nigger going to watch another basketball game."

Sgt. Axium stated that Officer Santiago then yelled, "This is bullshit" as he kicked a nearby garbage can. Officer Santiago approached Sgt. Axium and stood directly in front of him. Sgt. Axium stated that he said to Officer Santiago, "If I offended you in any way, I apologize."

Sgt. Axium stated that he apologized several more times. Officer Santiago left the Tactical Unit Office followed by Sergeant Greg Noncz.

Sgt. Axium stated that he was referring to the President of The United States when he said, "Ah some nigger going to watch another basketball game." Sgt. Axium explained that he was tired and frustrated from a long day at work, and, in jest, he used a poor choice of words.

Sgt. Axium stated that he was aware that Officer Santiago was in the room, but did not know that Officer Santiago was of African-American descent.

Sgt. Axium explained that the word "nigger" is a term that describes a person of color, though it could be used to describe a white person as well. Sgt. Axium stated that this incident was the only time he used the word "nigger" and no one on his team has ever heard him use that word. Sgt. Axium stated he has no reasonable justification or excuse for using the word "nigger" when referring to President Barack Obama.

When asked why he used this derogatory term, Sgt. Axium stated that he did so, "in the heat of the moment" and that he had "just blurted it out." In response to being asked whether he uses the term "nigger" as part of his regular vernacular, he stated, "I don't use it but, I hear it everyday." When asked by whom he has heard this term used, Sgt. Axium responded, "by the people I stop on the street."

Sgt. Axiom stated that he has never referred to a person of color in the community as a “nigger” and stated calling the president a “nigger” was the first time he have used the word. Sgt. Axiom stated that the word “nigger” is derogatory and qualifies as a racist slur. He further stated that he will never use the word again and he has learned from his mistakes. Sgt. Axiom denied that he has never uttered the term “nigger” when talking amongst his colleagues or subordinates other than this one instance. However, when asked why he would not use the term again in the future, Sgt. Axiom’s initial response was “I’ve never had that reaction.” ~~Sgt. Axiom stated that the consequences of his actions resulted in his removal from the Tactical Team and placement on the patrol watch.~~

Sgt. Axiom stated he has not since communicated with Officer Santiago regarding this incident. Sgt. Axiom stated he is remorseful, as he hurt Officer Santiago’s feelings.

Sgt. Axiom was presented with, and asked to read aloud, the Rules and Regulations of the Chicago Police Department, Article 1, Section B “Standards of Conduct” and agreed that he has brought discredit upon the Department.

Sgt. Axiom reviewed the photograph and stated that the photograph appears to be a child’s drawing of President Obama. Sgt. Axiom stated that there is nothing in the Tactical Unit Office that he perceived as racist. (Atts. #22, 26, 42)

CONCLUSION:

There is more than a preponderance of evidence showing that, on 28 October 2015, while on-duty at the 12th District Tactical Unit Office, when surrounded by several other department members, Sgt. Jack Axiom, #966, used the word “nigger” in reference to the President of the United States, in violation of Rule 2. Therefore, the Reporting Investigator recommends a finding of **Sustained** for **Allegation #1**. More specifically, by his own admission, Sgt. Axiom stated words to the effect “Ah, some nigger going to watch another basketball game” in reference to the President of the United States who was scheduled to attend a basketball game at the United Center that evening.⁷

In his statement to IPRA, Sgt. Axiom read Rule #2, which prohibits any action or conduct which impedes the Department’s efforts to achieve its policy and goals or brings discredit upon the Department and agreed that his actions have brought discredit upon the department.

In addition to bringing discredit upon the department, Sgt. Axiom’s comment impeded several Department policies including:

- 1) Regulations for the Governance of the Police Department, Standards of Conduct, Section 3(a) includes that, as a law enforcement officer, department

⁷ Statement of Sgt. Jack Axiom, Att. #42, Page 5, Lines 14-15

members have a duty “to respect the Constitutional rights of all men to liberty, equality and justice;”

- 2) Regulations Establishing the Goals of Department Members: “maintenance of the highest standards of integrity and ethics;” and
 - 3) Regulations Establishing the Duties of Members, Section B: Supervisory Members: states that supervisory members have a duty to “provide leadership, supervision and continuing training and example to ensure the efficiency of unit operations.”
-

Moreover, Sgt. Axium’s comment represents a violation of Rule 6, disobedience of an order or directive, because the comment was a direct violation of Section III(C) of the Department’s Human Rights and Human Resources Policy which states:

Members will not exhibit any bias or prejudice against an individual or group because of race, color, gender, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, or source of income. Members will not exhibit a condescending attitude or direct any derogatory terms toward any person in any manner.

There is no dispute that Sgt. Axium used a derogatory term. Moreover, the comments made during Sgt. Axium’s IPRA interview display his condescending attitude and racial bias. When asked where he had heard the term “nigger,” he responded “by the people I stop on the street.”

Sgt. Axium’s comments were also a violation of the Department’s Equal Employment Opportunity Policy as expressed in E01-01 which prohibits conduct that has the purpose or effect creating an intimidating, hostile, or offensive work environment. Sgt. Axium’s comment was made amongst a group of officers and supervisors during the course of preparing for the day’s assignments. As Officer Santiago explained, the comment and the ensuing discussions about the incident created an offensive work environment.

Lastly, Sgt. Axium’s comment was also made in violation of Rule 8 which prohibits disrespect to any person while on duty or off duty. Sgt. Axium’s comment was not only disrespectful to the subject of his comment; it was disrespectful to all of the officers who overheard the exchange.

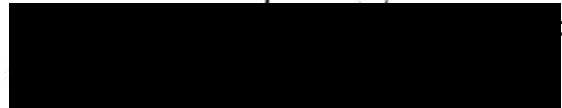
FINDINGS:

Accused: Sergeant Jack Axiom, #966, 016th District

Allegation No. 1:

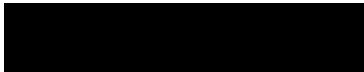
SUSTAINED – Violation of Rule #2: “Action/conduct impedes department policy or brings discredit upon the department,” in that on 27 October 2015, at approximately 1510 hours, at the 12th District Station, located at 1412 S. Blue Island, in the Tactical Unit Office, and while on-duty, Sgt. Axiom stated words to the effect of “Oh yeah, some nigger is coming to town.”

Signatures Only



Inv. Ramona Hendricks #140

Approved:



IPRA Supervisor Joshua Hunt, IPRA



Chief Investigator Jay Westensee, IPRA



Chief Administrator Sharon Fairley, IPRA


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[Incident Review](#)
[Investigation](#)

Reporting Category

Category	Subcategory	Situation	Victim/Offender Armed?	Weapon Types	Weapon Other	Weapon Recovered?	Deceased?
01B RACIAL / ETHNIC, ETC. -	-	-	-	-	-	-	-
row(s) 1 - 1 of 1							

Log No: 1077812 Type:CR

Accused Members

Review	Name	Status	Accused Overall Finding	Recommended Penalty	No. of Days	Date/Time Served	Created Date	Complimentary History
View	AXIUM, JACK	PENDING POLICE BOARD HEARING	SUSTAINED	SUSPENSION	270	-	28-OCT-2015	View
row(s) 1 - 1 of 1								

Attachments

No.	Type	Related Person	No. of Pages	Narrative	Original in File	Entered By	Entered Date/Time	Status	Approve Content?	Approve Inclusion?
View	1	FACE SHEET	N/A	-	-	CHIBE, JOHN	OCT-28-2015 01:28	-	-	-
View	2	CONFLICT CERTIFICATION	N/A	-	-	HUNT, JOSHUA	OCT-29-2015 13:20	-	-	-
View	3	CONFLICT CERTIFICATION	N/A	-	-	HENDRICKS, RAMONA	OCT-30-2015 10:11	-	-	-
View	4	INITIATION REPORT	N/A	2	-	HENDRICKS, RAMONA	OCT-30-2015 10:31	APPROVED	-	YES
View	5	TO/FROM REPORT	N/A	2	OFFICER ANTHONY SANTIAGO	HENDRICKS, RAMONA	OCT-30-2015 10:32	APPROVED	-	YES
View	6	PHOTOGRAPH	N/A	1	-	HENDRICKS, RAMONA	NOV-17-2015 07:59	APPROVED	-	YES
View	7	AUDIO INTERVIEW	N/A	1	PO SANTIAGO	HENDRICKS, RAMONA	JAN-13-2016 08:45	APPROVED	-	YES
View	8	AUDIO INTERVIEW	N/A	1	PO SOTO	HENDRICKS, RAMONA	JAN-13-2016 08:47	APPROVED	-	YES
View	9	AUDIO INTERVIEW	N/A	1	PO BANE	HENDRICKS, RAMONA	JAN-14-2016 10:52	APPROVED	-	YES
View	10	AUDIO INTERVIEW	N/A	1	PO LANGAN	HENDRICKS, RAMONA	JAN-14-2016 10:54	APPROVED	-	YES
View	11	AUDIO INTERVIEW	N/A	1	PO VALENTI	HENDRICKS, RAMONA	JAN-14-2016 10:55	APPROVED	-	YES
View	12	AUDIO INTERVIEW	N/A	1	PO RODRIGUEZ	HENDRICKS, RAMONA	JAN-14-2016 10:56	APPROVED	-	YES
View	13	AUDIO INTERVIEW	N/A	1	PO ELFAYER	HENDRICKS, RAMONA	MAR-21-2016 12:07	APPROVED	-	YES
View	14	AUDIO INTERVIEW	N/A	1	SGT. NONCZ	HENDRICKS, RAMONA	MAR-31-2016	APPROVED	-	YES

View	15	AUDIO INTERVIEW	N/A	1	PO KAPPEL	YES	HENDRICKS, RAMONA	10:42 MAR-31-2016	APPROVED -	YES
View	16	AUDIO INTERVIEW	N/A	1	PO HUNT	YES	HENDRICKS, RAMONA	10:42 MAR-31-2016	APPROVED -	YES
View	17	AUDIO INTERVIEW	N/A	1	PO LUPO	YES	HENDRICKS, RAMONA	10:45 MAR-31-2016	APPROVED -	YES
View	18	AUDIO INTERVIEW	N/A	1	SGT. MCDONAGH	YES	HENDRICKS, RAMONA	10:45 MAR-31-2016	APPROVED -	YES
View	19	AUDIO INTERVIEW	N/A	1	PO RICHARDSON	YES	HENDRICKS, RAMONA	10:46 MAR-31-2016	APPROVED -	YES
View	20	AUDIO INTERVIEW	N/A	1	PO SIMILUS	YES	HENDRICKS, RAMONA	10:47 MAR-31-2016	APPROVED -	YES
View	21	AUDIO INTERVIEW	N/A	1	PO M. CASTELLON	YES	HENDRICKS, RAMONA	10:47 APR-26-2016	APPROVED -	YES
View	22	AUDIO INTERVIEW	N/A	1	SGT. AXIUM	YES	HENDRICKS, RAMONA	11:15 APR-26-2016	APPROVED -	YES
View	23	NOTIFICATION OF CHARGES/ALLEGATIONS	N/A	1	-	YES	HENDRICKS, RAMONA	11:16 APR-26-2016	APPROVED -	YES
View	24	ADMINISTRATIVE PROCEEDINGS RIGHTS	N/A	1	-	YES	HENDRICKS, RAMONA	11:22 APR-26-2016	APPROVED -	YES
View	25	WAIVER OF COUNSEL/REQUEST TO SECURE COUNSEL	N/A	1	-	YES	HENDRICKS, RAMONA	11:22 APR-26-2016	APPROVED -	YES
View	26	REPORT (OTHER)	N/A	21	RULES AND REGULATIONS OF THE CHICAGO POLICE DEPARTMENT: DEPARTMENT GUIDES AND MANUELS	-	BROWN, DANITA	11:23 APR-28-2016	APPROVED -	YES
View	27	STATEMENT OF POLICE OFFICER	N/A	47	TRANSCRIBED STATEMENT OF OFFICER SANTIAGO	YES	HENDRICKS, RAMONA	12:01 MAY-03-2016	APPROVED -	YES
View	28	STATEMENT OF POLICE OFFICER	N/A	17	STATEMENT OF OFFICER SAUL SOTO	YES	BROWN, DANITA	08:35 APR-28-2016	APPROVED -	YES
View	29	STATEMENT OF POLICE OFFICER	N/A	26	STATEMENT OF OFFICER CHRISTOPHER BANE	YES	BROWN, DANITA	12:02 APR-28-2016	APPROVED -	YES
View	30	STATEMENT OF POLICE OFFICER	N/A	23	STATEMENT OF OFFICER JUAN RODRIGUEZ	YES	BROWN, DANITA	12:03 APR-28-2016	APPROVED -	YES
View	31	STATEMENT OF POLICE OFFICER	N/A	19	STATEMENT OF OFFICER KIMBERLY VALENTI	YES	BROWN, DANITA	12:05 APR-28-2016	APPROVED -	YES
View	32	STATEMENT OF POLICE OFFICER	N/A	36	STATEMENT OF OFFICER JEFFERY LANGAN	YES	BROWN, DANITA	12:06 APR-28-2016	APPROVED -	YES
View	33	STATEMENT OF POLICE OFFICER	N/A	31	STATEMENT OF OFFICER CLARE ELFAYER	YES	BROWN, DANITA	12:07 APR-28-2016	APPROVED -	YES
View	34	STATEMENT OF POLICE OFFICER	N/A	20	STATEMENT OF OFFICER ANTHONY SIMULIS	YES	BROWN, DANITA	12:08 APR-28-2016	APPROVED -	YES
	35	STATEMENT OF POLICE	N/A	14	STATEMENT	YES	BROWN, DANITA	12:09 APR-28-	APPROVED -	YES

View	OFFICER			OF OFFICER BRIAN HUNT			2016 12:10		
View	36 STATEMENT OF POLICE OFFICER	N/A	26	STATEMENT OF SERGEANT PAUL McDONSGH	YES	BROWN, DANITA	APR-28-2016 12:11	APPROVED -	YES
View	37 STATEMENT OF POLICE OFFICER	N/A	17	STATEMENT OF OFFICER DONALD LUPO	YES	BROWN, DANITA	APR-28-2016 12:13	APPROVED -	YES
View	38 STATEMENT OF POLICE OFFICER	N/A	36	STATEMENT OF OFFICER TARA RICHARDSON	YES	BROWN, DANITA	APR-28-2016 12:14	APPROVED -	YES
View	39 STATEMENT OF POLICE OFFICER	N/A	20	STATEMENT OF OFFICER DANIELLE KAPPEL	YES	BROWN, DANITA	APR-28-2016 12:15	APPROVED -	YES
View	40 STATEMENT OF POLICE OFFICER	N/A	21	STATEMENT OF OFFICER MODESTO CASTELLON	YES	BROWN, DANITA	APR-28-2016 12:17	APPROVED -	YES
View	41 STATEMENT OF POLICE OFFICER	N/A	16	TRANSCRIBED STATEMENT OF SGT. NONCZ	YES	HENDRICKS, RAMONA	APR-29-2016 11:27	APPROVED -	YES
View	42 STATEMENT OF POLICE OFFICER	N/A	27	TRANSCRIBED STATEMENT OF SGT. AXIUM	YES	HENDRICKS, RAMONA	MAY-03-2016 08:33	APPROVED -	YES
View	43 INVESTIGATOR CASE LOG	N/A	1	-	YES	HENDRICKS, RAMONA	MAY-03-2016 15:20	APPROVED -	YES
View	44 COURT DOCUMENTS (E.G., CIVIL COMPLAINTS, BOND SLIPS)	N/A	4	Case 16 PB 2913 filed 9/15/2016 with Police Board.	NO	O'SHAUGHNESSY, HELEN	NOV-17-2016 11:16	APPROVED -	YES
View	- REPORT (OTHER)	ACCUSED - AXIUM, JACK	2	Non Concurrence Report (penalty only)	NO	O CONNOR, DANIEL	JUL-18-2016 11:06	APPROVED -	YES
View	- REPORT (OTHER)	N/A	2	Please see attached response to the Superintendent's non-concurrence. IPRA agrees with the Superintendent's recommended sanction of a 270 day suspension.	NO	FAIRLEY, SHARON	JUL-29-2016 13:57	APPROVED -	YES
View	- DISCIPLINARY HISTORY	N/A	1	-	NO	FAIRLEY, SHARON	MAY-16-2016 17:03	APPROVED -	YES
View	- SUMMARY REPORT	N/A	16	-	NO	FAIRLEY, SHARON	MAY-16-2016 17:02	APPROVED -	YES

row(s) 1 - 48 of 48

Internal Use Only

No Internal Use Only attachments available.

Print Accused Appeal Forms

No Accused Appeal forms available for this Log No.

Related Incidents

 **TIP** Related Incidents listed below are for reference only. These may be viewed using the related application search screens.

No Related Incidents associated with this Log No.

Status History

 **TIP** Every employee included in the Status History is subject to be called for legal or administrative proceedings.

Resulting Status	Status Date/Time	Created By	Position	Employee No.	Assigned/ Detailed Unit	Comments
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PENDING POLICE BOARD HEARING	17-NOV-2016 11:13	O'SHAUGHNESSY, HELEN	DEPUTY CHIEF ADMINISTRATOR	102056	113 / -	-
PENDING ACCUSED APPEAL	01-AUG-2016 13:40	FAIRLEY, SHARON	ADMIN. IN CHARGE COPA	110603	113 / -	-
PENDING CHIEF ADMINISTRATOR INCIDENT REVIEW	01-AUG-2016 10:03	HAZBIC, AMRA	CLERK 3	10648	113 / -	Sent back for penalty correction to 270days.
PENDING REVIEW INCIDENT (C.O.P.A. USE ONLY)	29-JUL-2016 13:59	FAIRLEY, SHARON	ADMIN. IN CHARGE COPA	110603	113 / -	-
PENDING CHIEF ADMINISTRATOR REVIEW	29-JUL-2016 13:55	FAIRLEY, SHARON	ADMIN. IN CHARGE COPA	110603	113 / -	-
PENDING CHIEF ADMINISTRATOR INCIDENT REVIEW	29-JUL-2016 13:49	FAIRLEY, SHARON	ADMIN. IN CHARGE COPA	110603	113 / -	-
PENDING INVESTIGATIVE REVIEW	29-JUL-2016 13:48	FAIRLEY, SHARON	ADMIN. IN CHARGE COPA	110603	113 / -	-
PENDING CHIEF ADMINISTRATOR INCIDENT REVIEW	18-JUL-2016 11:15	MCGHEE, CYNTHIA	CLERK 3	102101	113 / -	-
PENDING REVIEW AFTER SUPERINTENDENT DECISION	18-JUL-2016 11:08	O CONNOR, DANIEL	SERGEANT OF POLICE	7290	121 / -	DNC (penalty only)
PENDING ADVOCATE REVIEW	18-JUL-2016 11:03	O CONNOR, DANIEL	SERGEANT OF POLICE	7290	121 / -	DNC Letter upload
PENDING REVIEW INCIDENT (I.A.D./DISTRICT USE)	23-MAY-2016 16:25	MCGHEE, CYNTHIA	CLERK 3	102101	113 / -	-
CLOSED AT C.O.P.A.	23-MAY-2016 16:10	MCGHEE, CYNTHIA	CLERK 3	102101	113 / -	-
PENDING REVIEW INCIDENT (C.O.P.A. USE ONLY)	16-MAY-2016 17:29	FAIRLEY, SHARON	ADMIN. IN CHARGE COPA	110603	113 / -	-
PENDING CHIEF ADMINISTRATOR REVIEW	16-MAY-2016 16:59	FAIRLEY, SHARON	ADMIN. IN CHARGE COPA	110603	113 / -	-
PENDING INVESTIGATIVE REVIEW	03-MAY-2016 15:20	HENDRICKS, RAMONA	INVESTIGATOR 2 COPA	98001	113 / -	-
PENDING INVESTIGATION	29-OCT-2015 13:20	HUNT, JOSHUA	SUPERVISING INV COPA	112256	113 / -	-
PENDING ASSIGN INVESTIGATOR	28-OCT-2015 15:44	STOUTENBOROUGH, ANDREA	SUPERVISING INV COPA	53338	113 / -	Type Changed from INFO to CR on 28-OCT-2015 15:44 by STOUTENBOROUGH, ANDREA
PENDING ASSIGN TEAM	28-OCT-2015 14:45	QUERFURTH, PATRICK	SUPERVISING INV COPA	29051	113 / -	-
PENDING SUPERVISOR REVIEW	28-OCT-2015 14:08	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-2015 14:07	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-2015 14:04	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-2015 11:46	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-2015 11:46	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-2015 11:45	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-2015 11:43	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-2015 10:40	MACK, GINA	INVESTIGATOR I COPA	10594	113 / -	-
PRELIMINARY	28-OCT-	CHIBE, JOHN	POLICE OFFICER	24645	116 / -	INITIATED BY SGT. NONCZ#1566

Command Channel Reviewers

No Command Channel Reviewers have been assigned.